

25 JUL 1977

Alma F. Bradley  
Federally Employed Women, Inc.  
Task Force on Age Discrimination  
4942 Sauquoit Lane  
Annandale, Virginia 22003

Dear Ms. Bradley,

In reply to your letter of 22 June 1977, here is the information requested.

1. Have your personnel regulations been reviewed to eliminate age requirements?

Agency regulations and policies are under continual review by the Office of Equal Employment Opportunity, the Office of Personnel and the General Counsel to assure pertinency and consistency with statutory requirements. Special attention was given to age this year by circulating to all employees an Agency notice on age discrimination.

2. Does your affirmative action plan deal with age discrimination?

The 1977 Equal Employment Opportunity Plan included age statistics with respect to promotions by race and sex. This data was charted in the Full Utilization of Skills and Training section. No specific attention was directed to age discrimination.

3. Does your agency maintain statistical data on its employees? If so, is it by sex?

Yes. The Equal Employment Opportunity Office maintains statistics on the composition of the Agency workforce by sex and includes such areas as training, promotions and recruitment.

EXECUTIVE REGISTRY FILE

P-1.2

4 and 5. Does your agency have data on the number of age discrimination complaints filed by its employees? Do you have any data on resolution or non-resolution on age discrimination complaints?

This Agency is finding that the number of complaints of age discrimination is fast approaching the number based on race and sex (female). However, we do not provide data on the actual numbers of complaints received. Most of the complaints based on age have been filed within the past few months and have not yet been resolved. One earlier case was resolved in favor of the complainant (male), who was restored to employment.

6. Do you offer pre-retirement courses or counseling?

Pre-retirement planning, retirement counseling and post-retirement assistance are made available to all employees of CIA. CIA has a well developed "package" of services designed to assist employees to prepare, usually five years in advance, for their eventual retirement. The main features are retirement information seminars and individual counseling. After retirement, follow-up is made with retirees for about a year to help them become settled in their new roles. Persons who wish to obtain other jobs after retirement are given assistance by the Agency in techniques of effective job search.

I hope you had a successful conference. Several women from our Agency attended and found the seminars enlightening.

Yours sincerely,

/s/ Stansfield Turner

STANSFIELD TURNER

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OEEO [ ] jw(7/11/77)  
retyped with new last para 7/18/77)

Distribution:

Orig - Addee  
1 - E/Reg  
1 - D/OP



Approved For Release 2004/03/15 : CIA-RDP80M00165A001100120024-4  
FEDERALLY EMPLOYED WOMEN, INC.  
TASK FORCE ON AGE DISCRIMINATION  
4942 SAUQUOIT LANE, ANNANDALE, VA. 22003

Executive Registry  
77-1728

June 22, 1977

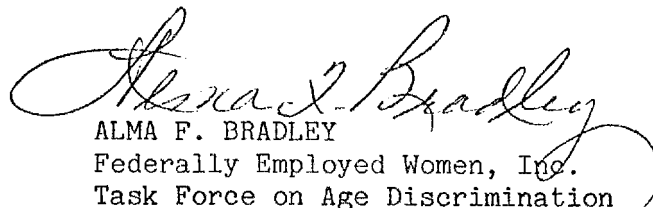
Admiral Stansfield Turner, Director  
Central Intelligence Agency  
Washington, D.C. 20505

Dear Admiral Turner:

The task force on age discrimination of Federally Employed Women, Inc., is interested in obtaining some pertinent information about your agency as follows:

1. Have your personnel regulations been reviewed to eliminate age requirements?
2. Does your affirmative action plan deal with age discrimination?
3. Does your agency maintain statistical data on it's employees? If so, is it by sex?
4. Does your agency have data on the number of age discrimination complaints filed by it's employees?
5. Do you have any data on resolution or non-resolution on age discrimination complaints?
6. Do you offer pre-retirement courses or counseling?

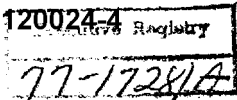
Any information you can furnish will be appreciated very much. We need the information for our national meeting which starts July 13, 1977.

  
ALMA F. BRADLEY  
Federally Employed Women, Inc.  
Task Force on Age Discrimination

<b>TRANSMITTAL SLIP</b>		DATE 18 July 1977
TO: DD/EEO		
ROOM NO. 5E47	BUILDING Hqs.	
REMARKS:		
<p>Please note <span style="border: 1px solid black; display: inline-block; width: 100px; height: 1.2em; vertical-align: middle;"></span> note on the Routing sheet.</p> <p>We have not dated the orig, nor have we conformed the copies which are also returned, pending your decision on Mr. <span style="border: 1px solid black; display: inline-block; width: 80px; height: 1.2em; vertical-align: middle;"></span> note. Please return a copy to us if you decide to send this version out.</p> <p style="text-align: right;">Thanks</p>		
FROM: Executive Registry		
ROOM NO. 7 E 12	BUILDING Hqs.	EXTENSION
<small>FORM NO. 241 1 FEB 55</small> <small>REPLACES FORM 35-8 WHICH MAY BE USED.</small> <small>(47)</small>		

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I wish you a successful conference. Several women from our Agency will be in attendance including our Federal Women's Program Coordinator.

Yours sincerely,

/s/ Stansfield Turner

STANSFIELD TURNER

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SECRET

## EXECUTIVE SECRETARIAT

## Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	D/DCI/IC				
4	DDS&T				
5	DDI				
6	DDA		✓		
7	DDO				
8	D/DCI/NI				
9	GC				
10	LC				
11	IG				
12	Compt				
13	D/Pers		✓		
14	D/S				
15	DTR				
16	A/DCI/PA				
17	AO/DCI				
18	C/IPS				
19	DCI/SS				
20	D/EEC	✓			
21					
22					
SUSPENSE		12 JUL Date			

## Remarks:

TO 20: In coordination with D/Pers,  
please develop DCI response.

by Executive Secretary

5 JUL

Date

3637 (5-77)

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